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23 November 1977

MEMORANDUM FOR: DD/Pers/Special Programs

FROM : [REDACTED] Chief, Position Management & Compensation Division

SUBJECT : Agency Employees Currently Receiving Hazard Pay Differential or Environmental Pay Differential

REFERENCE : Draft written response to Congressional Committee from Acting DDCI, undated, same subject

(U/AIUO) In response to your telephonic request the following additional information is submitted relative to Agency employees who are currently receiving hazard pay differential or environmental pay differential:

- (C) (a) The 25% hazard pay differential currently being received by nine General Schedule employees is based on duties performed on an intermittent or irregular basis that involve the handling of [REDACTED]

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The hazardous pay is authorized only on a daily tour basis, thus the supervisors of these employees are required to submit a certification of eligibility at the end of each pay period to the component Finance Officer on which is identified the specific days that the employee was exposed to [REDACTED] materials.

- (U/AIUO) (b) Seven wage employees are currently drawing a 4% environmental pay differential for performing "dirty work" which subjects the employees to soil of body or clothing beyond that normally to be expected in performing the duties of their wage classification. Specifically, these employees are engaged in cleaning fly ash and other debris from fire pits of large incinerators, and in cleaning residue from [REDACTED]. The environmental pay differential is paid on an actual exposure basis with a minimum of one hour's differential pay for the exposure. For an exposure that extends beyond one hour, the

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employee is paid in increments of one-quarter hour for each 15 minutes and portions thereof in excess of 15 minutes. Supervisory personnel are required to certify on a bi-weekly basis the number of hours and minutes to which the employees were exposed to the "dirty work".

- (U/AIUO) (c) Six wage employees are currently receiving either 4% or 8% environmental pay differential for pest control duties that involve working with or in close proximity to poisons (toxic chemicals). Specifically these employees are paid a 4% differential when engaged in spraying operations, and a 8% differential when engaged in mixing toxic chemicals for pest control purposes. Upon certification by the supervisor at the end of each pay period, the employees receive the appropriate differential rate for all hours in a pay status on the day on which they were working with or in close proximity to such materials.
- (U/AIUO) (d) Three wage employees are currently receiving a 4% environmental pay differential for repairing equipment used in mixing and spraying of pest control chemicals on an intermittent basis. Upon certification by the supervisor on a bi-weekly basis, these employees are paid the 4% differential rate for all hours in a pay status on the day on which they were working with or in close proximity to toxic chemicals used in pest control operations.

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1. In response to your query, the following information is submitted concerning the extent to which pay differentials for hazardous duty or duty involving physical hardship, and environmental pay differentials for exposure to hazards, physical hardships and working conditions of an unusually severe nature, are authorized in CIA:

(a) Agency payroll records indicate that nine General Schedule employees are currently drawing a 25% hazard pay differential for performing hazardous duties which is authorized at the rate of compensation prescribed in the Federal Personnel Manual Book 550, Subchapter 59, Appendix A. This Agency complies fully with the criteria prescribed in the FPM in determining the eligibility of these employees for such pay differential, namely that such duty is performed on an irregular or intermittent basis, and was not taken into account in determining the grade of the position. Operating officials and supervisory personnel are responsible for recognizing duties performed by GS employees for which a hazard pay differential is authorized under Federal pay regulations, and for submitting proposals for payment of such differentials through administrative channels to the Director of Personnel for approval. None of these employees is a participant in CIARDS.

(b) Likewise, our payroll records indicate that nine wage employees are drawing an environmental pay differential for handling hazardous materials, and seven wage employees are also drawing an environmental pay differential for performing

work which subjects the employees to soil of body or clothing beyond that normally to be expected in performing the duties of their wage classification. Protective devices and clothing either do not alleviate the condition or cannot be used because of health considerations or would result in an unusual degree of discomfort. As with management decisions pertaining to hazard pay differentials for GS employees, the Agency adheres to the criteria set forth in the Federal Personnel Manual, Supplement 532-1 in determining the eligibility of wage employees for an environmental pay differential. Specifically, the hazards or working conditions of an unusually severe nature to which the employees are exposed are consistent with the categories contained in Appendix J (Schedule of Environmental Differentials) in the FPM, and such exposures were not taken into consideration in the job-grading process. Operating officials and supervisory personnel are responsible for initiating positive action to eliminate or reduce to the lowest level possible all hazards, physical hardships and working conditions of an unusually severe nature; for recognizing the extent to which wage employees are subjected to exposures for which an environmental pay differential is authorized; and for submitting proposals for payment of such differentials through administrative channels to the Director of Personnel for approval. None of these employees is a CIARDS participant.

2. I will be happy to provide any additional information on this subject that is within the bounds of Agency policy governing the release of classified information to congressional committees.